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INFORMATION REPORT

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COUNTRY Poland

SUBJECT Manpower Shortage/Procedures and Documents Necessary for
Physical and Intellectual Workers to Get and Change Jobs/
CP Labor RecruitmentPLACE ACQUIRED
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1. "The following information dates through September 1953.

Manpower Shortage

2. "The labour market in Poland has two characteristics:

- (a) There is a constant shortage of manpower in the entire 'nation-
alized sector,' ie, industry, trade and collectivized
agriculture;
- (b) In principle, the provision of manpower for state enterprises is
a government task. Therefore the authorities try to follow the
plan, ie they try to recruit and direct the available manpower.

3. If sufficient manpower existed, employment would be possible only through the
state recruitment agencies and the workers would have to work where the State put
them to work. However, since manpower is not available in sufficient quantities
and practically all enterprises are short of hands, the manager or chief of
cadres of every factory is only too glad to employ every applicant even if some
law has to be infringed in the process.

Jobs for Physical Workers

4. "In theory everyone wishing to take a new job must be able to produce a certi-
ficate of identity and a reference from his previous place of work. He must also
add to his application a detailed autobiography written by himself. A qualified
worker must also produce a certificate from his vocational school and a certificate
showing the time he has worked in his specialty.

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5. "Actually a physical worker wishing to take another job can leave his previous job and get a reference without great difficulty. He must only give notice a week or two in advance either at the office of the factory or to the chief of cadres. Should it happen that the chief of cadres refuses to let him go and to give him a reference, he goes without permission and travels to another town where he always can get some temporary or seasonal work without any formalities. Having worked at this for three or four months he can get a proper reference and with that in his pocket look for a better permanent job.
 6. "Such things are usually done by young people not burdened by any family. As a rule they change their jobs pretty often. Of course, older and qualified workers cannot act so frivolously - but the authorities usually treat them better anyway. If the chief of cadres refuses to let such a qualified worker go and the latter has absolutely made up his mind to leave and has some sensible and objective reason for leaving, he can lodge a complaint with his trade union or even the CP, and in the end he will be released although this may take some time.
 7. "The older workers do not change their jobs lightly because every such change brings the worker a certain kind of loss. The first consequence is that he loses the 'record of uninterrupted employment' in one place. On this record depends the length of his leave, the possibility of getting advance pay in emergencies, etc.
 8. "There are some workers in Poland who never can change their jobs; the most important here are railwaymen. They are comparatively poorly paid - the average monthly salaries vary between 600-900 zl. There is a great shortage of trained railwaymen; it is much more difficult to train a good railwayman than a worker in some factory. Therefore the so-called 'discipline of work' was introduced on the railways in 1946. It has been in force to this day. It is practically impossible to be released from railway employment; the only thing at which a railwayman can aim is to be transferred from one job to another within the railway service.
 9. "At the majority of the factories in the provinces, above all in heavy industry, 20-25 per cent of all jobs are vacant (Wakaty in Polish). It has proved hopeless to fill them. Only those few enterprises, such as Nowa Huta, which build houses for their workers and employees have a chance to complete their cadres.
 10. "The price and wage reform implemented in January 1953 somewhat alleviated this difficult shortage. The fact that the real wage of workers decreased by 20-25 per cent forced many married women to seek work in order to help balance the family budget. It is estimated that roughly 400,000 women were suddenly on the labour market as a result of this measure. They are employed mainly in the textile and food industries, the trade organizations, the tramways, etc.
 11. "But this new manpower has not really changed the situation. To this day it is not the worker who seeks work; it is the worker who is sought. For specialists there is bitter rivalry among the chiefs of cadres.
- Jobs for Intellectual Workers
12. "The situation is somewhat different for clerical or intellectual work. A civil servant, a teacher, etc. cannot simply chuck up his work and find a new job in a couple of days.
 13. "To get a new job he must produce all sorts of certificates and references from the schools or other institutions where he has worked. His personal record is kept at the ministry to which his place of work is subordinated, at the offices of the pension fund, etc. But in the end even he is released if he insists on it. Until 1951 the teachers found it most difficult to be released; their position was roughly the same as that of railwaymen.

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14. "At present it is easier for teachers to be released. It is even said that pedagogical colleges and the teacher's profession are a kind of 'waiting room' where people spend the time until they get a better job. Many young teachers, after having taught a year or two, are transferred into the administration or into industry where the living standard is considerably higher.
- Labor Recruitment
15. "Under the above conditions the regime is compelled to seek its workers and to carry on the 'recruitment of cadres'. The agencies responsible for this recruitment are the communal authorities (Rady Narodowe), the Communist Party and the enterprises themselves.
16. "In every town and district there is a labour office (Biuro Posrednictwa Pracy) which is supposed to give jobs to people seeking work. The services of these offices are used mainly by peasants who are looking for temporary work in winter, carting jobs, etc. The factory worker passes them by and goes direct to the chief of cadres of a factory.
17. "The cadre or personnel offices of large enterprises, new projects, etc. do their own recruitment, sending out recruiters both near and far. The central authorities recruit young people for special schools, eg., mining schools, where the pupils must study and work at the same time. This recruitment is conducted mainly through the ZMP and the Sluzba Polsee. A young man who is called up for half a year's service in a labour brigade of Sluzba Polsce is excused from this service if he agrees to enter a mining school.
18. "It is hardest to find manpower for the PGRs (Panstwowe Gospodarstwa Rolne). The peasants consider work at a PGR equivalent to a hard punishment - virtually a stretch of forced labour. Many run away from the PGRs. Every year when the draft - ing commissions look over the young men of military age, a certain number are set apart as 'over and above the contingent'. Normally these young people would be relegated to the 'B' category, but they are offered a release from the obligation to do military service on condition that they agree to work at a PGR for three years.
- CP Labor Recruitment
19. "The most important labour recruitment agency is the CP. Its means to execute this task are the so-called 'personnel actions'. Every six to eight months the CP conducts such personnel actions all over the country to recruit activists for itself and suitable future workers in all fields of the national economy and administration. These actions are planned centrally, by the Central Committee of the CP itself. In the towns it is the PZPR which conducts them; in the country the SL (Stronnictwo Ludowe).
20. "About 30 delegates of the Central Committee are sent to every area (wojewodstwo). A month before the arrival of these delegates the district (rajonowe) centres of the Party receive instructions to draw up lists of all young people aged between 15 and 18 in their district who have exhibited any talents out of the ordinary: intelligence, ambition in work, authority over their comrades, etc. - in a word, all who are in any way above average.
21. "On a fixed day these young people travel to the voivodship center at the expense of the Party. There a delegate of the Central Committee has a 'conversation' with them. Before this conversation the delegate asks the voivodship CP secretary and local UB chief for their opinion of the young man. Should these opinions be unfavourable, the young man is dropped. In the conversation with the young person, which is really a full political and psychological examination, the delegate must ask the following four questions in one form or another, hardly ever directly, but so that he can get a good idea of the answer:

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- (a) The young person's attitude to religion? Should the youth reply that he goes to church and believes in God, he is dropped immediately and the examination discontinued.
- (b) Attitude towards Marxism-Leninism? To be satisfactory in this respect the youth need not have any extensive knowledge of theory. The delegate forms an opinion of his aptness for 'scientific thought', ie., whether the youth is inclined to think independently or whether he is likely to submit to authority.
- (c) Attitude towards the USSR.
- (d) What are the main antagonisms (conflicts) in the world today? A bad answer is to say that the main antagonism is, e.g., between the USSR and the US. One must say that there are antagonisms not so much between states as between social classes, and give examples.

Should the examination be conducted by an SL delegate and concern a youth of the peasant class there is a fifth obligatory question, viz.:

- (e) What does the 'alliance of workers and peasants' mean and imply? A very bad and negative answer is, eg., that as the peasants are in the majority in Poland the country must always be ruled in league with them. Incidentally, the delegate is instructed always to put this question in a provocative form so as to invite the above answer. A reply that both the workers and peasants are proletarians and must have equal rights is not considered negative outright but is nevertheless unsatisfactory. A good answer is that the working class is the leading class and that the peasants must always follow its lead.

22. "The delegate compiles detailed minutes over such an examination, fills in several questionnaires and forms and lastly writes his own opinion in which he states what should be done with the young man: whether he should be prepared for joining the Party or sent to the middle school, a professional college, the university, the army, etc.
23. "The final decision rests with the Central Committee.
24. "This is the way the future Party functionaries, managers of factories and heads of offices are tested and selected."

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